



How Central and Eastern Europe (CEE) Tech Talent **Powers Rapid Growth** in Western Europe

Introduction

In today's rapidly evolving digital landscape, companies across Western Europe face a pressing challenge: securing the right tech talent to drive innovation and maintain a competitive edge.

What's at stake for Western European companies today?

In 2025, 57.5% of EU businesses report difficulty recruiting all the IT specialists they need, with large enterprises facing even greater challenges – 68% unable to fill all their IT roles. For companies across Germany, France, the Netherlands and beyond, the pressure is mounting—rising costs, delayed projects, and lost growth are becoming everyday risks. The only way forward is to rethink where and how you hire.

At GigsRemote, we recognise that the solution lies beyond borders. Central and Eastern Europe (CEE) is now a hub for skilled, dependable, and cost-effective tech talent.

This guide shows how GigsRemote helps Western European companies cut costs, boost performance, and access top-tier, remote tech talent from CEE — without the usual hiring headaches. With real data and case studies, this is your blueprint for smarter, faster, and more reliable tech hiring.

The challenge is real—but so is the solution. Let's dive in.

Table of Contents

- 01 The Western Europe IT Talent Crunch
- 02 The Price of Talent: A European Cost Comparison
- 03 The CEE Advantage
- 04 GigsRemote: Your Hiring Edge

Section 1

The Western Europe IT Talent Crunch

The Tech Talent Crisis in the UK



68% of UK tech firms cite shortages as a major barrier to growth

Teams can't move fast enough—talent shortages are delaying launches, piling up tech debt, and making it harder to grow or innovate before the competition does.

460,000 EU workers have left the UK since Brexit

As the post-Brexit talent pool shrinks, filling tech roles has become a race—everyone's competing for the same limited group of skilled candidates.

UK tech salaries rose by 13% in 2024 – the highest increase in a decade

Soaring salaries are a sign of the talent crunch—companies are paying more just to stay in the game, putting serious strain on budgets, especially for growing tech teams.

The Dutch Digital Skills Gap

IT Vacancy Pressure Index: 97 Tension Score for Developers

Tech teams can't scale when the talent isn't there. Dutch companies are battling for scarce developers, delaying launches and inflating costs just to stay operational.

60,000+ ICT jobs remain open nationwide

With both general and niche roles sitting empty, innovation is stalling. Companies are slowing digital projects, not for lack of vision—but because the talent they need simply doesn't exist locally.

Half of Eindhoven's high-tech jobs depend on foreign hires

Even the country's top tech hub can't source enough talent. Businesses are forced to look abroad, revealing just how strained the local workforce has become.



Germany's IT Workforce Deficit



149,000 Unfilled IT Positions

Germany's digital economy is stalling at the starting line. With tens of thousands of critical roles unfilled, companies are forced to slow innovation, delay product rollouts, and compete fiercely for scarce technical talent.

66% of IT Leaders Report Business Impact from Talent Gaps

CIOs and tech leaders are feeling the strain. Projects are paused, systems are overstretched, and teams are burning out—simply because the talent needed to keep up with demand isn't there.

35% of Firms Face Operational Disruptions Due to Labor Shortages

The shortage is no longer just a hiring issue—it's a business risk. Companies are scaling back digital plans, missing opportunities, and losing their edge in one of Europe's most advanced economies.

Section 3

The Price of Talent: A European Cost Comparison

Understanding the Cost Benchmarks

How to interpret the data in the following slides

What These Rates Represent

- Mid-to senior-level freelancers (5-10 years experience)
- Rates are based on fully remote roles
- Suitable for short- or long-term contracts
- EUR (€) standardised daily rates
- Reflect freelancer cost only
- Based on a 3-month, full-time engagement (8hrs/day)

Assumptions Behind the Data

- Based on GigsRemote proprietary hiring data
- Excludes time lost to local holidays, sick leave, paid vacation, admin overhead
- All figures are non-billable adjusted (actual working days)
- Roles are illustrative—cost patterns extend to other niche tech talent

These insights reflect more than market data—they're powered by **GigsRemote's expertise** in building **flexible, remote and high-performing technical teams across borders.**

Executive Summary

Western Europe Is Pricing Itself Out of the Talent Market

Daily rates for technical roles in Western European markets **remain significantly higher than CEE-aligned countries**—creating a growing disparity in cost-efficiency for engineering teams.

CEE Talent Offers 24–50% Daily Cost Advantage

Whether for **common or niche tech roles**, companies can save 24–50% daily by hiring top talent from Central and Eastern Europe—without sacrificing quality.

Similar Time Zone, Similar Skill Levels, Better Value

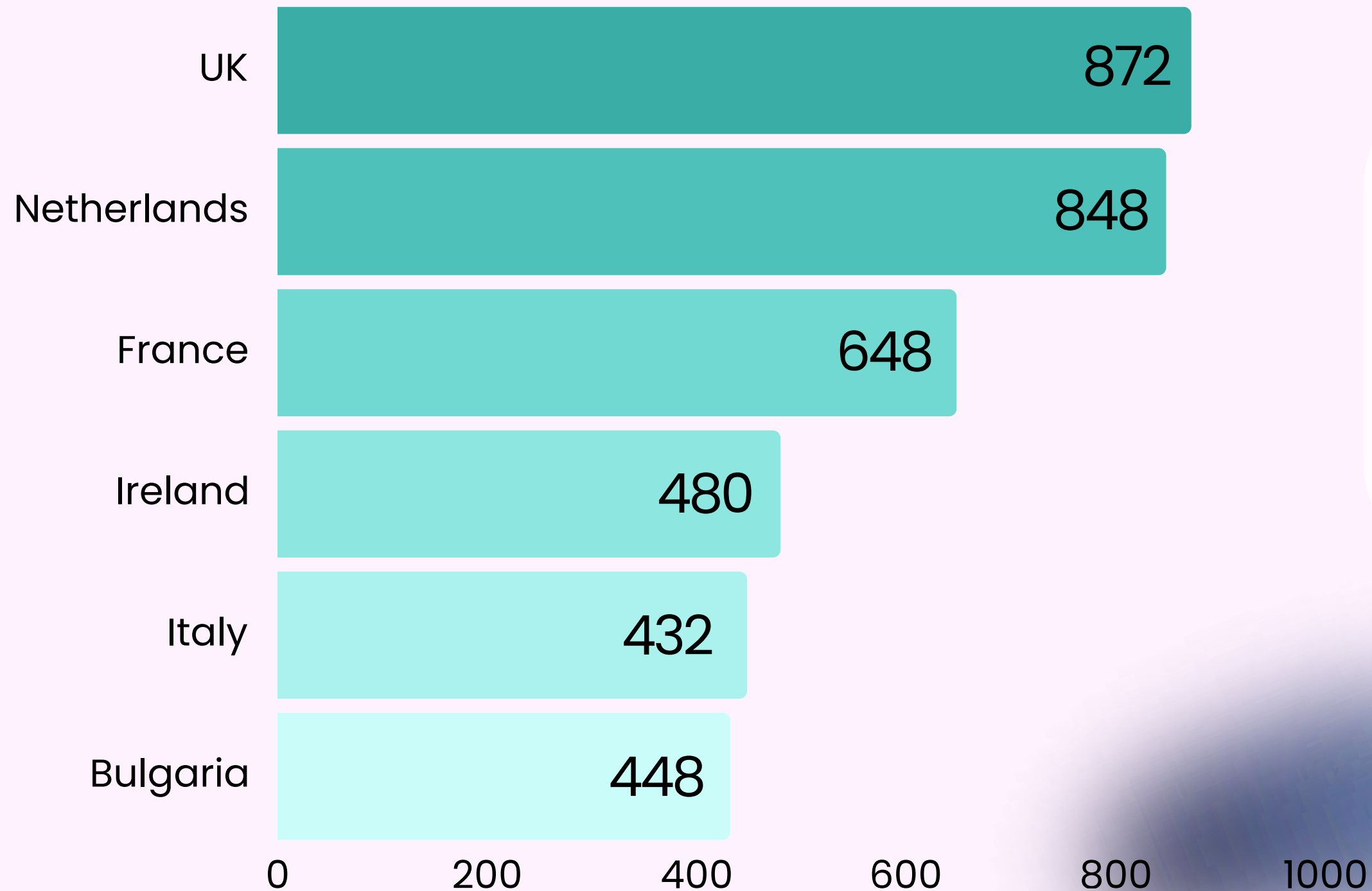
CEE engineers bring strong technical skills, high English proficiency, and cultural compatibility—making them **ideal for fast-moving, project-based engagements** that demand quality without the overhead of full-time hires.

Strategic Opportunity to Scale Without Trade-offs

Whether you're building in AI, automation, cloud, or full-stack systems, the CEE region offers a rare balance: **cost efficiency + high performance**. It's no longer just an alternative—it's a **competitive advantage**.

Data Engineer

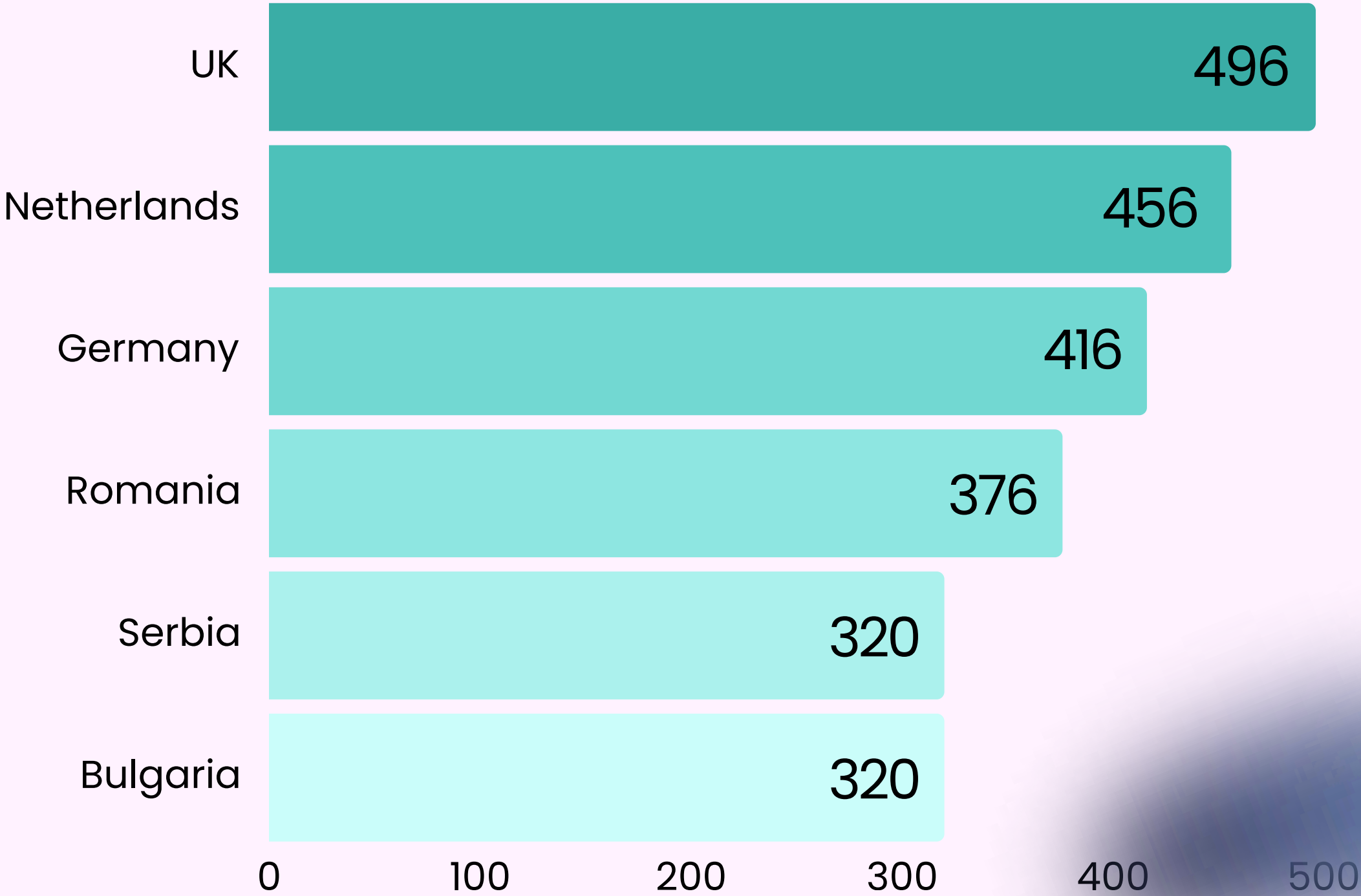
Daily Rates Across Europe in EUR (€)



A Data Engineer designs, builds, and maintains the **infrastructure and pipelines** that enable efficient collection, storage, and analysis of large data sets.

Software Developing Engineer in Test (SDET)

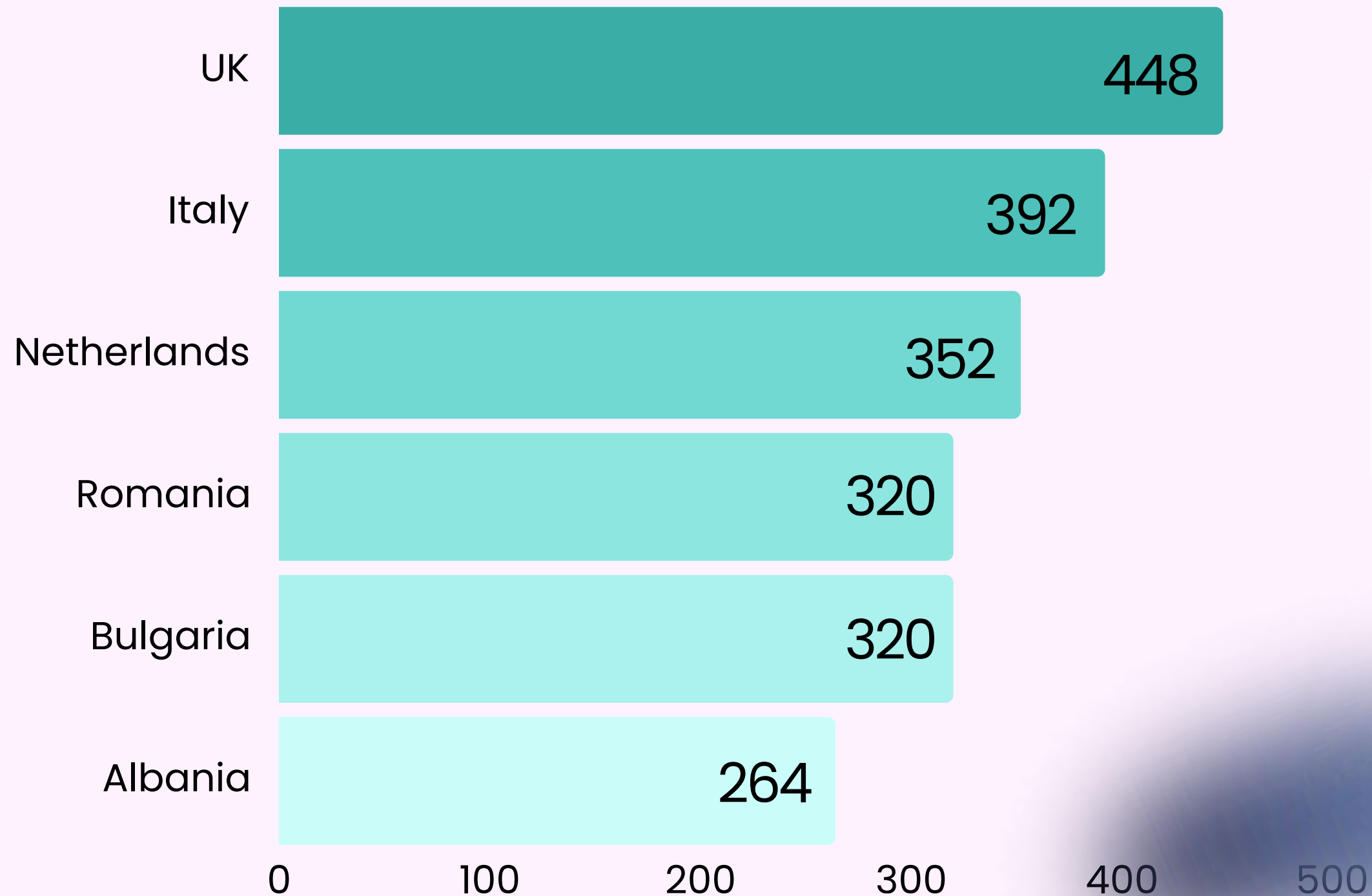
Daily Rates Across Europe in EUR (€)



An SDET develops and maintains **automated testing frameworks** to ensure the **quality, reliability, and performance** of software throughout the development lifecycle.

Full-Stack Engineer

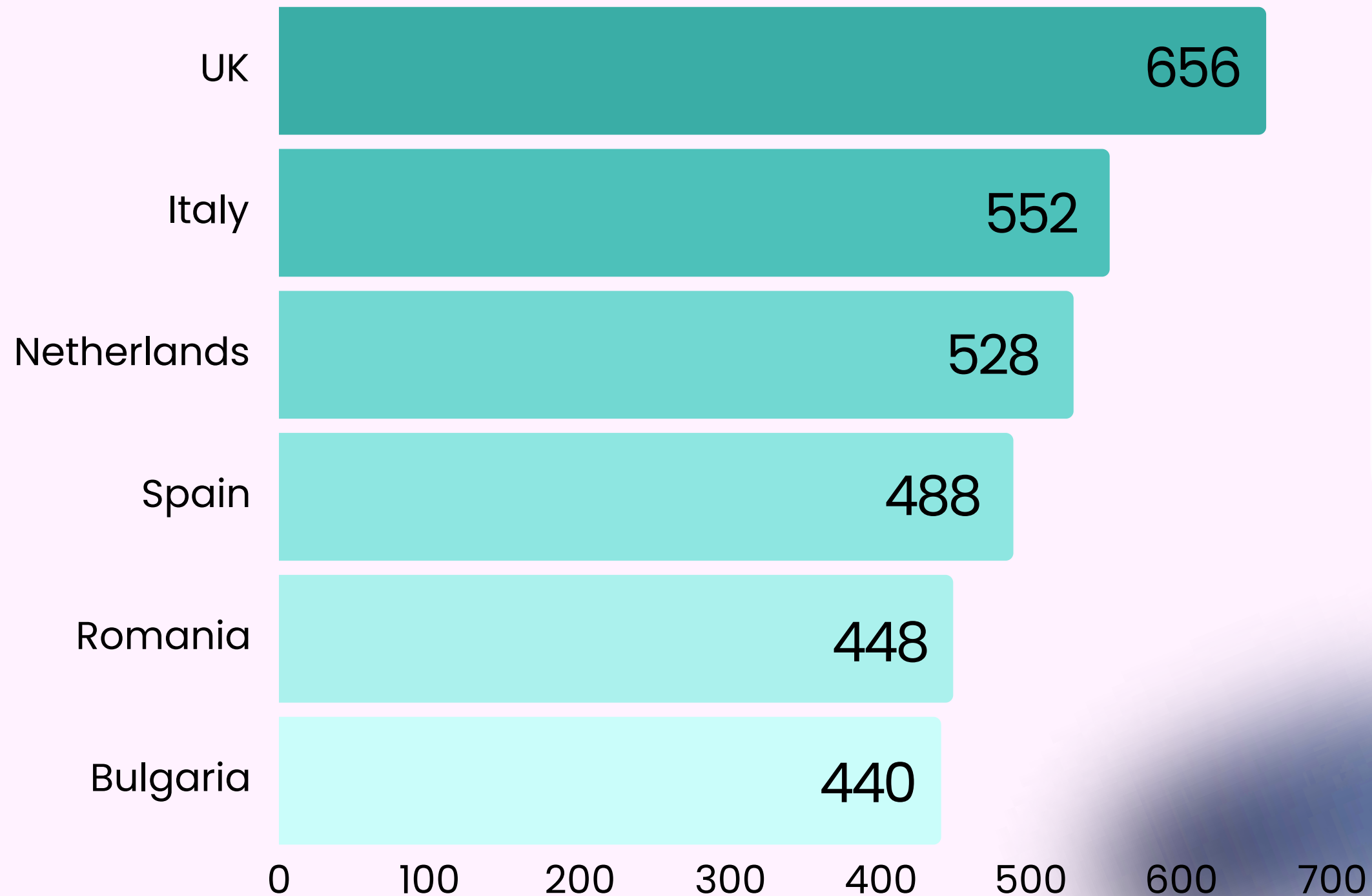
Daily Rates Across Europe in EUR (€)



A Full-Stack Engineer designs and develops both the **front-end and back-end** of web applications, ensuring seamless integration between the **user interface, server logic, and databases.**

AI Engineer

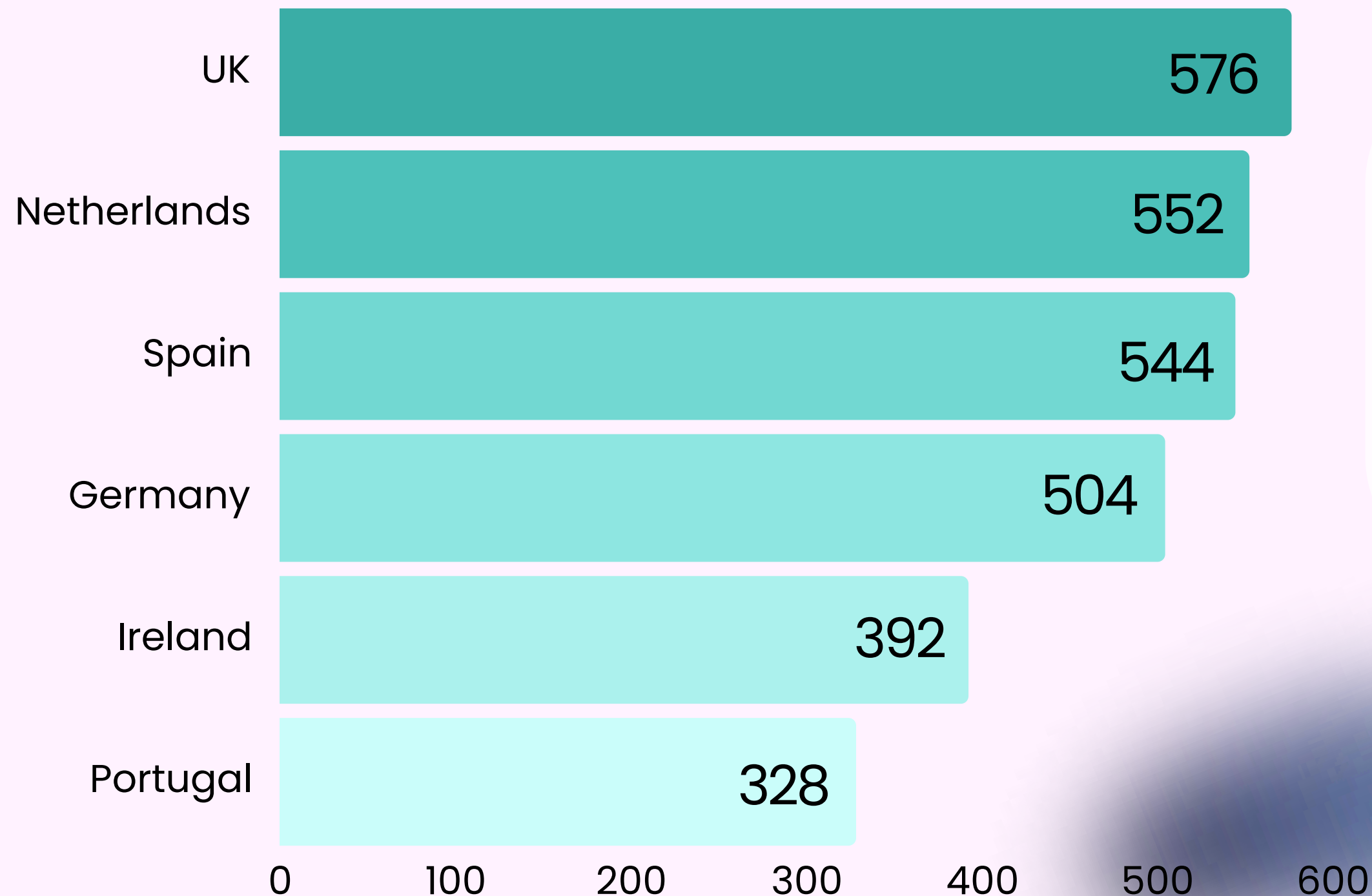
Daily Rates Across Europe in EUR (€)



An AI Engineer builds and deploys **machine learning models and intelligent systems** that enable software to perform tasks such as prediction, classification, and automation.

Robotics Engineer

Daily Rates Across Europe in EUR (€)



A Robotics Engineer designs, builds, and programs **robotic systems and autonomous machines** that interact with the physical world through **sensors, actuators, and control algorithms.**

Section 2

The CEE Advantage

Unlocking Central and Eastern Europe: A Smarter Path to Tech Talent

The CEE region offers **over 3.5 million tech specialists**, surpassing the likes of India and Latin America, and making it the largest pool of tech talent among global subregions.

Companies hiring from the CEE region can achieve **daily cost savings of 24–50%** across key technical roles compared to Western European rates. This efficiency empowers teams to scale complex systems, accelerate delivery cycles, and optimise engineering throughput.

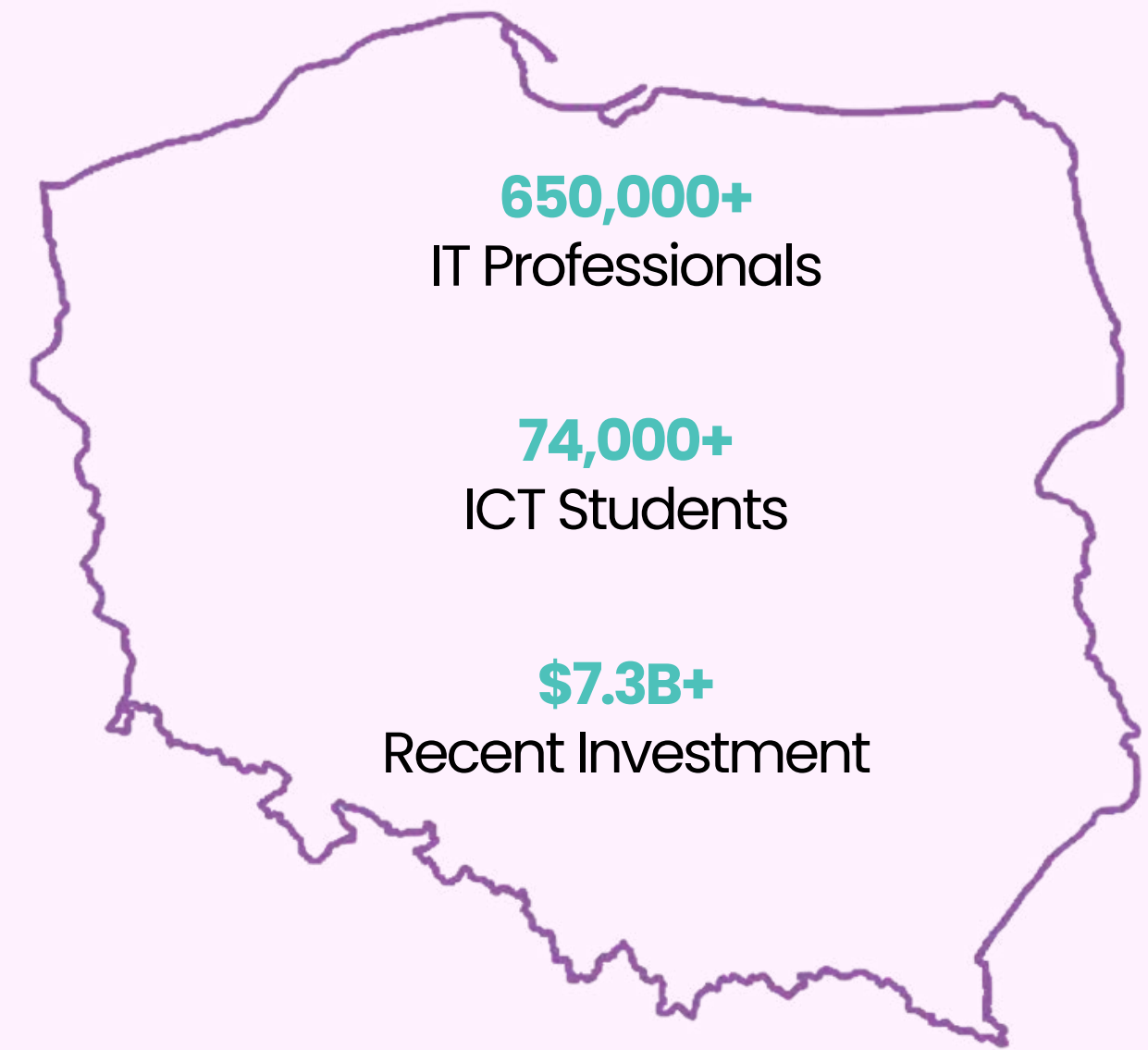
More talent. Less cost. No compromise.



Poland: Europe's Tech Powerhouse in 2025

Poland has firmly established itself as a top-tier tech hub in 2025, with over **650,000 IT professionals** and **74,000+ ICT students** feeding a deep and future-ready talent pipeline. From DevOps and cloud engineering to AI, cybersecurity, and product design, the country offers full-stack technical strength.

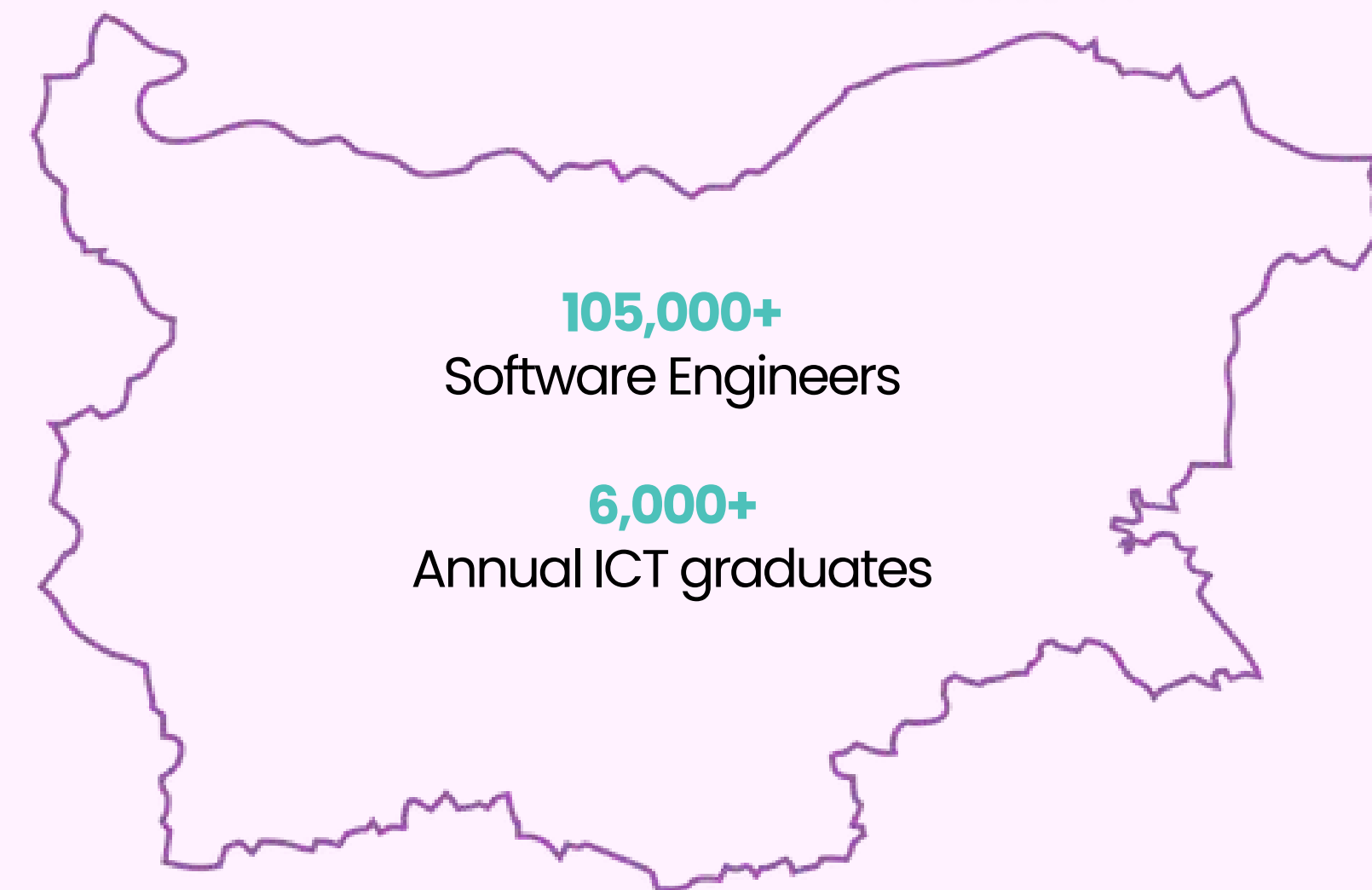
This depth of expertise has drawn billions in global investment. Recent highlights include a **\$2B cloud infrastructure buildout** in Warsaw, a **\$704M expansion in AI and cybersecurity**, and a **\$4.6B semiconductor facility** in Wrocław. Together, these moves reflect growing confidence in Poland's role as a European tech powerhouse.



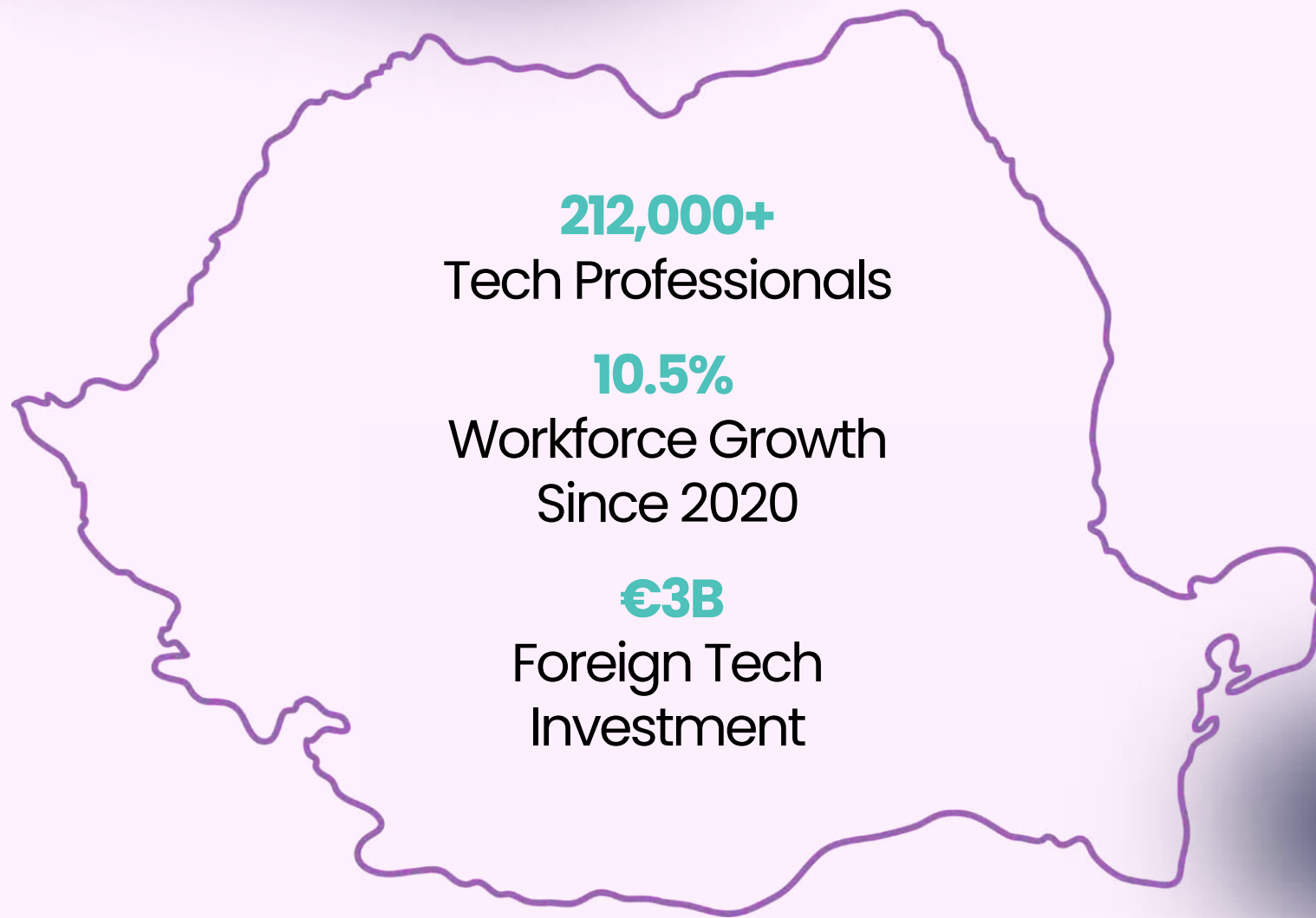
Bulgaria: Where Europe Builds Agile Teams

Bulgaria has emerged as a formidable player in Europe's tech scene, boasting over **105,000 software engineers** and producing approximately **6,000 ICT graduates annually**. The country's commitment to digital transformation is evident through initiatives like the **Digital Bulgaria 2025 National Programme**, which aims to modernise education and further increase the number of highly qualified ICT specialists.

The nation's focus on emerging technologies is further underscored by its selection to host one of the European Union's six new artificial intelligence factories, a **€90 million project in collaboration** with Sofia Tech Park and the Institute for Computer Science, Artificial Intelligence and Technology (INSAIT). This positions Bulgaria as a burgeoning **hub for AI and deep tech innovation**.



Romania: A Hotspot for Scalable Tech Talent



Romania is fast becoming a major tech hub in Europe, with around **212,000 professionals** working in the IT and communications sector as of 2024 — a **10.5% increase since 2020**. The country produces over **7,000 ICT graduates each year** and is home to global tech players like Amazon, Oracle, and Microsoft. Innovation hubs in cities such as Bucharest and Cluj-Napoca are supported by national efforts like the **Digital Romania strategy**.

With more than **€3 billion in foreign tech investment** over the past decade, Romania is gaining ground in AI, cybersecurity, and software development. Its multilingual, **highly skilled workforce** and **cost-effective operations** make it an ideal location for companies looking to scale efficiently across Europe.

Serbia: Europe's Fastest-Growing Tech Exporter

Serbia is establishing itself as a rising force in Southeast Europe's tech scene, with a fast-growing IT sector that now employs **over 125,000 professionals** — up from just 40,000 in 2012. The country is known for its strong foundation in **mathematics and engineering**, producing thousands of ICT graduates annually. Cities like Belgrade and Novi Sad have become tech hubs, attracting major players like Microsoft, Epic Games, and NCR.

In 2023 alone, Serbia's **IT exports reached approximately €3.5 billion**, representing **a 10x increase since 2012** — a clear indicator of the sector's rapid growth and international demand. With strengths in **blockchain, gaming, and fintech**, along with competitive costs and a favourable business climate, Serbia is emerging as a key destination for companies seeking high-quality, scalable tech talent in Europe.

Sources: Welcome to Serbia (2023), Tanjug (2024)



Section 4

GigsRemote: Your Hiring Edge

Introducing GigsRemote

Build Smarter. Hire Faster. Scale Without Limits.

GigsRemote connects Western European companies with **top-tier, pre-vetted IT talent from across CEE**. We source engineers across fields like Data Science, SDET, Full-Stack Development, AI, and Robotics—including **highly niche**, hard-to-find profiles—ready to hit the ground running.

Skip the long-term contracts. GigsRemote gives you the freedom to scale up or down as needed, with flexible, project-based or ongoing engagements.

Achieve more with a leaner hiring model. GigsRemote enables cost-efficient growth by reducing overheads and providing access to high-quality and remote professionals at competitive rates – helping your team do more with less.

Why GigsRemote?

Specialist, remote IT talent from CEE, matched and **onboarded in under 3 weeks**

What Sets Gigs Remote Apart

- 1 CEE Talent Specialists**
Access top-tier, cost-efficient engineering talent from CEE – whether for general roles or niche expertise.
- 2 Pre-Vetted Talent**
Every candidate is rigorously screened for technical and soft skills.
- 3 Flexible, Cost-Efficient Hiring**
Engage only when needed—project, part-time, or full-time—with no long-term overhead.
- 4 UK-Aligned, Fast Delivery**
UK-compliant process with hires delivered in under 3 weeks.

Our 5-Step Hiring Process

- 1 Submit Your Talent Request**
We respond within 24 hours.
- 2 Confirm Engagement Model**
Choose terms and structure that fit your needs.
- 3 Meet Shortlisted Candidates**
Pre-vetted options ready for interviews.
- 4 Onboard and Sync Remotely**
We support onboarding and scale-up.
- 5 Track and Iterate**
Ongoing performance feedback to improve delivery.

With GigsRemote, you get **expertly vetted talent, faster hiring cycles**, and the **flexibility to scale with confidence**—without compromising on **quality or cost**.

Unlock Top Tech Talent with GigsRemote

In today's high-stakes tech landscape, Western European companies face a pressing challenge: scaling with speed, skill, and efficiency—without inflating costs. The CEE region offers a compelling solution: **a vast pool of skilled, English-speaking tech professionals** at significantly lower cost than in Western Europe.

For companies serious about solving the talent crunch, the message is clear: the opportunity lies in Central and Eastern Europe—**and GigsRemote is how you seize it.** From **scaling teams faster** to cutting costs without sacrificing quality, GigsRemote empowers businesses to move with greater speed, flexibility, and confidence.

With deep regional insight and a network of world-class engineers, GigsRemote isn't just another hiring solution—it's your **unfair advantage in a fiercely competitive market.**

The talent is out there. GigsRemote gets you there first.

Let's talk about your hiring goals.

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